

# Training Manager

Information Pack

June 2026



Protecting human rights in childbirth

# Message from our CEO

Firstly, thank you for your interest in joining Birthrights as our Training Manager. This is an opportunity to join a values-driven, passionate community of changemakers who are transforming the maternity landscape across the UK. Together, we are reimagining what it means to deliver care rooted in human rights, equity, and justice – so that every woman and birthing person can experience dignity, safety, and respect during pregnancy and birth.

Since our beginnings in 2013 as a small, volunteer-led initiative, Birthrights has grown into the leading national authority on human rights in maternity care. Our reach and impact continue to deepen – from delivering trusted advice and information to thousands of women and birthing people, to training professionals across hospital trusts and in communities to embed rights-respecting practice.

But our purpose goes beyond individual change. We are reshaping the systems, policies, and power structures that define maternity care. We hold institutions to account, make visible the diverse realities of birthing experiences, and work shoulder-to-shoulder with community and grassroots organisations to build a powerful, collective movement for birth and reproductive justice.



**Birthrights is here to champion the fundamental human rights of women and birthing people during pregnancy and birth across the UK.**



“When we set out, human rights weren’t part of the conversation in maternity care, but our work has changed that and made a real difference to the lives of women and birthing people.”

– Elizabeth Prochaska, Birthrights Co-founder

We meet the scale of injustice in maternity care with courage, clarity, and conviction. Through rights-based advocacy, training, and policy change, we challenge harmful practices and create pathways for systemic transformation. In the past year alone, we have launched our ambitious Home Birth Restrictions campaign, called for legislative reform through the SAFE Maternity Care Act, and amplified the voices of those most impacted by inequality. Alongside this, we have strengthened our organisational foundations and set out a bold new 10-year strategic framework to guide our next decade of change.

Momentum is building – and we are ready for what comes next. We are deepening our collaboration with civil society and grassroots partners, co-creating a movement that demands a maternity system rebuilt from the ground up – one that truly centres justice, community, and liberation.

As our Training Manager, you will play a pivotal role in shaping this next chapter. You will be joining a committed and values-aligned team who will support you to hold this role with care, strength, and integrity.

If you are energised by our mission, share our belief in a radically different maternity system, and are ready to help shape a more just and equitable future, we would love to hear from you. We are interested in your values, vision, and commitment to transformation as much as your experience.

We look forward to welcoming you into our movement.

**Hazel Williams**  
**Chief Executive Officer, Birthrights**

# About Birthrights

Birthrights is the UK's leading charity championing respectful, rights-based maternity care. We believe every person has the right to dignified, personalised care throughout pregnancy and childbirth. Our work is rooted in human rights law and driven by those most affected by discrimination and poor care.

We provide advice and information to women and birthing people, train doctors and midwives, and campaign to change maternity policy and systems.

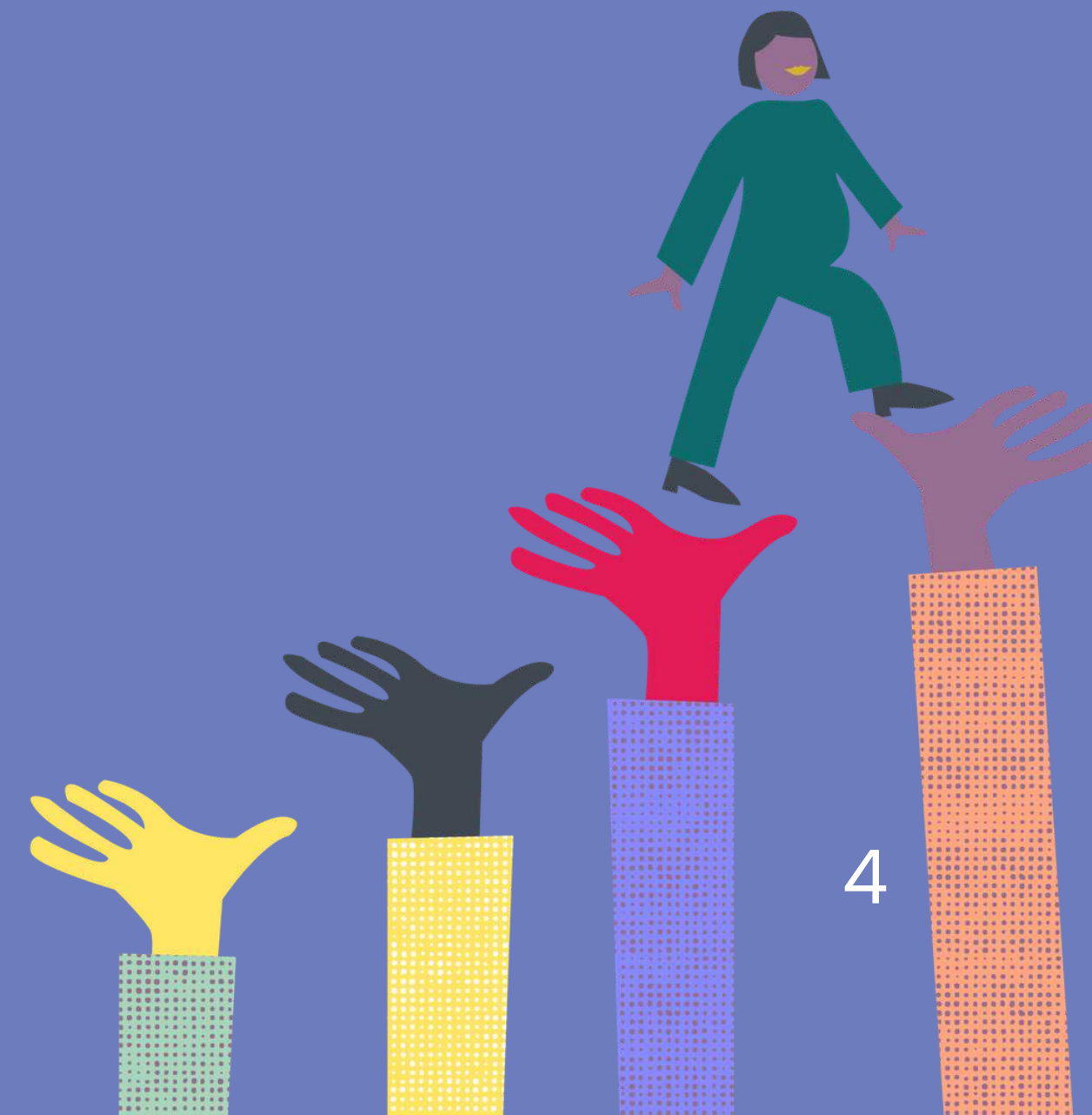
**Our vision is of a world where women and birthing people can access safe maternity care that fully respects their rights to bodily autonomy and self agency, free from discrimination, coercion and violence.**

Our work is critical to not only transforming the experiences and outcomes for individuals, but also in shifting wider policy, practice and systems.

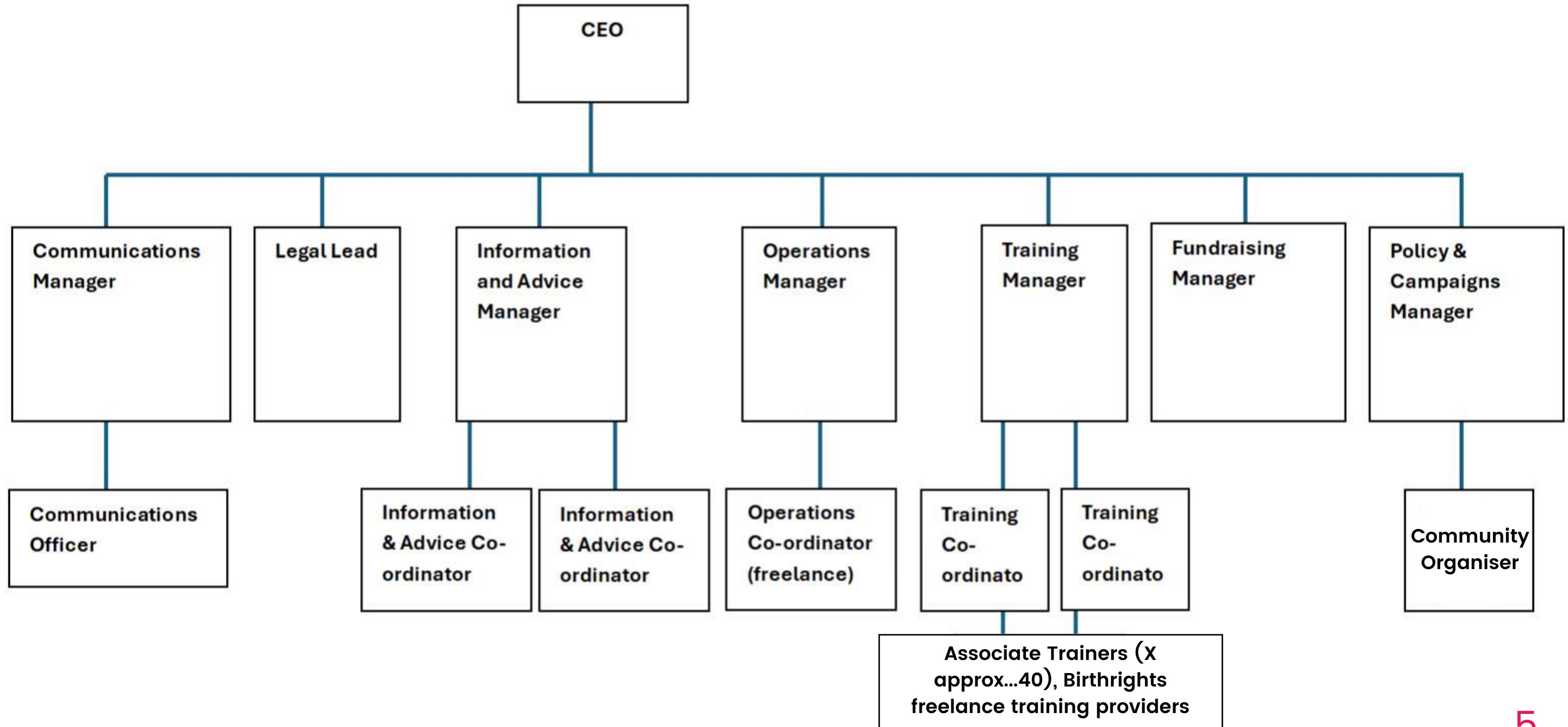
We have a strong track record of achieving national and local changes to maternity care, underpinned by robust and skilful policy influencing work. We punch well above our weight, with a seat on NHS England's Maternity Advisory Stakeholder Council and strong relationships with the Royal Colleges and regulators for both midwives and obstetricians.

It's an exciting time to join us. In 2023, we celebrated 10 years as a small charity, keeping the lived experience of women and birthing people at the heart of everything we do. We continue to champion a human rights framework in maternity care and for human rights law to underpin the regulation of maternity care. You will be one of several new staff, working under a strong Board, 10-year strategy and new CEO.

We believe pregnancy and birth should above all be about your body, your birth, your rights.



# Our organisational structure



# Working with Birthrights

Birthrights has a committed and supportive team of part time staff who all work remotely and are spread across the country. While this role is fully remote, we do organise quarterly team meetings and away days in different locations, but most regularly in London and Birmingham. We use Microsoft Teams messaging and calls to support one and another and to communicate throughout the day.

As a charity we are committed to promoting a positive working environment and recognise that balancing work and home life requires flexibility.

We believe a focus on team and individual wellbeing is central to our ability to deliver the best results for women and birthing people.

We are committed to building a diverse and inclusive team where we feel comfortable to bring our full selves to work. We believe this is core to our ability to be an organisation that is accessible and inclusive.

All Birthrights staff members receive:

- 30 days annual leave pro rata, plus bank holidays pro-rata and Christmas closure of up to 4 days in addition to leave.
- A monthly work from home allowance.
- Enhanced maternity/paternity/adoption/shared leave provision.
- Investment in your continuous professional learning.
- Investment in your health and wellbeing



“I cried reading your email (happy tears) in thoughts that there might be some hope for what I would like my birth to look like for me and my baby.”

–Advice & Information service user feedback

# About the role

<p><b>Role Purpose</b></p>	<ul style="list-style-type: none"> <li>• Increase the impact of Birthrights’ training offer, refining and delivering our training strategy</li> <li>• Manage our training operation on a day-to-day basis, including marketing, overseeing bookings and payments, organising training events and monitoring and evaluating our impact.</li> <li>• Manage our training team and wider Associate Trainer team.</li> </ul>
<p><b>Reports to</b></p>	<p>Chief Executive Officer</p>
<p><b>Salary</b></p>	<p>£40,000 FTE per annum pro rata – £24,000 actual for 3 days per week</p>
<p><b>Hours</b></p>	<p>22.5 hours per week based on a 37.5 hour working week. Core working hours are 10am – 3pm, between Monday to Friday, and you will need to overlap with the whole team on a Tuesday.</p>

<b>Location</b>	Remote in the UK with the ability to travel and attend in-person meetings and events.
<b>Benefits</b>	30 days annual leave pro rata, plus bank holidays pro-rata and Christmas closure of up to 4 days in addition to leave. Highly flexible working, enhanced sick pay and parental leave policies and access to wellbeing fund (currently £450 per staff).
<b>Management responsibilities</b>	Manage the Training Co-ordinator, Training & Community Development Co-ordinator and our Associate Trainers, and model inspiring, empathetic and collaborative leadership.
<b>Contract</b>	Permanent



“Having someone who properly listened to me when it felt like I was up against a brick wall was hugely valuable on many levels.”

– Advice & Information service user feedback

# Job Description

## Training strategy and delivery

- Continue development of Birthrights forward-looking training strategy based on who we need to proactively target to achieve the greatest impact and systemic change and the best model for delivery
- Build relationships to target those who should be receiving training within different organisations (e.g. management as well as frontline workers), strengthening ongoing relationships with organisations as well as developing new ones.
- Manage a funded project to increase our offer to civil society organisations and birth activists with a view to moving towards a sustainable service model of training to those supporting their communities
- Identify and develop new materials, courses, modules that may be needed to grow Birthrights offer
- Scope opportunities for partnerships with other individuals and organisations, and investigate new platforms/tools that would enhance our training.

## Training strategy and delivery (continued)

- Work with the Communications, Policy and Advocacy managers to market and grow the reach and income of the training service and ensure learning from training informs Birthrights wider campaigning
- Oversee monitoring of the training service and ensure that the lessons learnt are incorporated into our training programme and that we are collecting appropriate data to evaluate our impact and report back to funders and other external audiences.
- Oversee the management of the training service ensuring efficient booking, invoicing, payments processes, financial health and reputation of the service
- Oversee management of the Associate Trainers including ensuring regular catch-up events and leading additional recruitment as required.

## Leadership and Management

- To be an active member of the Senior Leadership Team (SLT), contributing to the strategic direction, performance and financial health of the organisation
- To take swift, independent decisions on key strategic issues, and encourage and appreciate the contribution of others
- Actively model anti-racist practice and ensure racial justice is at the heart of all Birthrights work
- As a member of SLT, hold strong stakeholder connections and act as spokesperson, representing the organisation at events, meetings and media opportunities where appropriate
- To manage Training team staff and model inspiring, empathetic and collaborative leadership
- To manage the training service, including budgets and performance

# Person specification

## Essential

- Have a track record of working in training development or delivery
- Have experience of managing an operational service or team, and generating income and/or managing budgets
- Have an understanding of human rights law or the current issues facing women and birthing people in maternity care
- Have a commitment to Birthrights vision and mission and an ability to balance managing a service with wider organisational strategies and goals
- Have an understanding of racial justice, discrimination and multiple forms of oppression and a specific understanding of the effects of anti-Black racism
- Be a team player who is able to work with a wide range of people.
- Be a self-starter, able to work independently and effectively in a remote team, and who possesses the curiosity to investigate new opportunities and relationships and make recommendations without being asked.
- Have excellent communication skills - verbally and in writing.
- Have a willingness to muck in, support other members of a small team, and flex easily between strategic and hands-on tasks.
- Be a collaborative and empathetic leader
- Have an ability to develop materials / communicate information in different formats

## Desirable

- Knowledge of the inequalities and barriers faced within maternity care systems, we welcome applicants who can demonstrate equivalent knowledge through lived experience, self-directed learning, or community-based work (please note we will not ask you to disclose details of your lived experience at any point during the recruitment process).
- Experience of implementing anti oppressive practices across organisations.

# How to apply

Please send your CV and answers to the questions below in two separate attachment files – one labelled ‘CV’ and one labelled ‘Question Response’. Please anonymise your CV and answers to the questions by removing your name and any contact details. We will number applications for the panel and match them to emails to contact you.

Please send any documents in Word or .PDF format and as email attachments, not links. Alternatively, you can send a video or voice note with your answers to the questions via [WeTransfer](#) only.

**Please send your CV and question responses to [careers@birthrights.org.uk](mailto:careers@birthrights.org.uk) by 12pm (noon) on 06 July.**

Application questions:

- 1. Why do you think it is important to apply an anti-oppressive approach to the work that we do? And how have you applied this practically in the past or would like to apply it at Birthrights as Training Manager? (Up to 250 words or 2-minute video).**
- 2. Please outline what makes you a great fit for the post of Training manager, clarifying your skills and experience in light of the person specification. (Up to 500 words or a 3-minute video).**

Interviews will take place on the 16 July and will be held virtually on Microsoft Teams. We will share interview questions in advance as part of our commitment to inclusive practice.

Please let us know if you require additional support or reasonable adjustments for the application or interview. We really want the process to feel accessible.



“Our community felt centred in the conversations and hopeful that their reflections and ideas would be used to create training resources to improve human rights in maternity care.”

– Feedback from our Community Conversation in Cardiff, 2026